



Priory School (Foundation)

SEND Teacher Person Specification

This person specification defines the type of person required, and describes the essential and desirable skills, knowledge, qualifications, specific conditions and competencies required to undertake the duties of the job description.

Items marked as 'E' (Essential) must be demonstrated on the application form and/or at interview, as indicated below. Failure to do so is likely to result in the application in question being omitted from a short list for interview.

Items marked as 'D' (Desirable) may form the basis for selection and should be demonstrated if possible in the application form ('A') and / or at interview ('I') as indicated below.

Qualifications	E	D	A	I
Have a degree in a relevant subject	✓		✓	
Have Qualified Teacher Status	✓		✓	

Experience	E	D	A	I
Recent experience of teaching and supporting children with significant SEND in either mainstream, resource or special school settings	✓		✓	
Successful experience of working in line with expectations in the Ofsted framework regarding effective teaching and learning		✓		✓

Knowledge and Skills	E	D	A	I
Specific evidence of successful classroom teaching, including a commitment and thorough understanding of the Primary Curriculum	✓		✓	✓
Have a clear understanding of inclusion, equal opportunities and inclusive practice	✓		✓	✓
To be able to demonstrate an ability to work with pupils and their families in a sensitive and positive way	✓		✓	✓
To be able to demonstrate a sound knowledge of the SEND Code of Practice and its application	✓		✓	✓
To evidence experience of behaviour management techniques for groups and individuals with SEND	✓		✓	✓
To demonstrate a good understanding of the principles behind school improvement, including school improvement planning, monitoring and reviewing progress.	✓		✓	✓
The ability to make consistent judgements based on careful analysis of SEND data	✓		✓	✓

To be able to communicate in both written and verbal mediums effectively	✓		✓	✓
Present clearly a wide range of specialised information to both educationalists and non-educationalists	✓		✓	✓
To demonstrate a proven ability to work sensitively and effectively with colleagues to help them to improve their everyday classroom practice	✓		✓	✓
To be able demonstrate a greater understanding of how pupils with SEND develop	✓		✓	✓
Support EAL pupils		✓	✓	✓
Improve current skills and demonstrate a willingness to develop further	✓		✓	✓
The ability to manage and deploy additional adults effectively	✓			

Personal attributes: The successful candidate will demonstrate:	E	D	A	I
Solution focussed skills – the ability to investigate, solve problems and make decisions				
Personal resilience and the ability to support other	✓		✓	✓
Excellent time management and organisation skills	✓		✓	✓
A positive attitude with a flexible approach towards working practices	✓		✓	✓
High expectations of self and professional standards	✓		✓	✓
The ability to work as both part of a team and independently	✓		✓	✓
The ability to maintain successful working relationships with other colleagues	✓		✓	✓
High levels of drive, energy and integrity	✓		✓	✓
A commitment to equal opportunities and empowering others	✓		✓	✓
A commitment to promoting high quality care of children	✓		✓	✓
Be capable of handling a demanding workload and successfully prioritising work.	✓		✓	✓
Ability to process personal and sensitive data in line with the General Data Protection regulations (GDPR) 2018.	✓		✓	✓
Suitable to work with children and able to always maintain appropriate professional boundaries between oneself, children and other work colleagues	✓		✓	✓
Maintain confidentiality and discretion	✓		✓	✓
Commitment to safeguarding and promoting the welfare of children and successfully DBS cleared	✓		✓	✓